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all of them. Their work has been introduced into the countries one by one until now this practical service is being rendered in every country having military prisoners. The Association does not conduct relief work among the American prisoners, as that is the distinctive service of the American Red Cross, but it does continue to place at their disposal all of its facilities in the way of recreational sports, educational, social and religious work. Among the prisoners of other nationalities the Association is still called upon to do a large amount of relief work as well as to conduct its regular program of activities.

The Young Men's Christian Association is conducting its war work at present on an annual budget of approximately fifty million dollars, but in view of the many new demands and the inevitably enlarged plans for its work, it will require for the coming year considerably more than one hundred million dollars.

### WAR WORK OF YOUNG WOMEN'S CHRISTIAN ASSOCIATION

BY A. ESTELLE PADDOCK,

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A million and a half men were in the American Army a year after this country entered the war. A million and a half women at the same time were employed on war orders in factories. A million other women were being speeded up in industries affected by the war. As the size of the army increases, the number of women in industry increases at the same rate. Each man who is withdrawn from factory work must be replaced by a woman. This vast industrial army of women forms the second line of defense.

This sudden influx brings about a shifting and changing of the women already wage-earners. They as well as the newcomers find themselves in strange environments. Ten million women in this country are now facing the wage-earners' problems.

The Young Women's Christian Association feels strongly its responsibility toward all women affected by the war. Its fifty years' experience in housing, feeding and recreation is brought to bear upon the situation. The War Work Council, now numbering

a hundred and thirty members, was called into existence in June, 1917. The members are chosen from the whole United States. Its officers are: Mrs. James Stewart Cushman, chairman; Mrs. John R. Mott and Mrs. William Adams Brown, vice-chairmen; Mrs. Howard Morse, secretary, and Mrs. Henry P. Davison, treasurer. Among other members are: Mrs. Robert Lansing, Mrs. Josephus Daniels, Mrs. Leonard Wood, Mrs. John French, Mrs. Percy V. Pennybacker, Miss Mary E. Woolley, Mrs. Robert Bacon.

The Y. W. C. A. has been asked by the government through the Woman's Branch of the Industrial Service Section of the Ordnance Department to organize constructive recreation for women in the twenty-two federal industrial reservations. The same work is also being extended to about one hundred cost plus plants now taken over by the government. Miss Ernestine Friedman of the Industrial Department of the Y. W. C. A. War Work Council is in charge of the work. Social activities had been started by the first of July in Bloomfield, New Jersey; Bridgeport, Connecticut; Bush Terminal, Brooklyn; Carney's Point, New Jersey; Hopewell, Virginia; Long Island City, New York; Nashville, Tennessee; and Williamsburg, Virginia. Thousands of girls will be employed in some of these cantonments.

The women employed in the federal industrial reservations include all types and ages. They are teachers, high school girls and industrial girls: many foreigners are employed.

Life in a munition cantonment is necessarily abnormal. The girls have no responsibilities outside their working hours. In addition, many of them must face the problems of leaving home, of loneliness, of dangerous fatigue, of lack of suitable recreation and the responsibility of family support. Under such conditions it becomes especially important to fill the leisure time with constructive, continuous community recreation and service. Local industrial service clubs are organized in each center and all the clubs are included in the great industrial army. Model recreation buildings are being put up. These contain a large living-room, smaller sitting-rooms, living quarters for the secretaries, a gymnasium in one wing and a cafeteria in the other. One executive secretary is appointed to each center in addition to a recreation leader and often an assistant secretary.

Women war workers in many cases will meet industrial as well

as personal problems. Changing industrial conditions may mean in some places unemployment, unaccustomed tasks, irregular hours, unhygienic conditions, speeding and rush work, overtime under guise of patriotism and even the repeal of laws governing hours of work and age of workers. Conditions like these invariably result in unsettled standards, obliterating high ideals, letting down personal restraint and permitting loose social relationships. Wherever bad industrial and social conditions prevail the labor turnover is extensive, efficiency is diminished and output falls off.

To prevent this disaster, the Y. W. C. A. coöperates with employers and with girls to uphold high standards. Leaders with the right knowledge of industrial problems are being trained in courses conducted by local associations, industrial councils and at the National Training School in New York City. During the summer the Y. W. C. A. coöperated with Bryn Mawr College in a course for industrial supervisors under the leadership of Dr. Susan Kingsbury.

The widespread education of the general public in industrial standards is necessary to the protection of women, their safety, their health and their moral welfare. The association through all its many avenues impresses upon people in general that efficiency is dependent upon the eight-hour day, one day's rest in seven, minimum wage, equal pay for equal work, collective bargaining as expressed in trade unionism and the abolition of night work for women.

Besides these activities in ammunition factories, the Y. W. C. A. carries on other enterprises for the well-being of employed women, and other women affected by the war. About six hundred association workers are employed on war work in the United States. They are social workers, both white and colored, club and recreation leaders, physical directors, dietitians, business women, household and employment experts, educationalists and physicians. Association members now number about four hundred thousand.

The Y. W. C. A. deals with the problem of industrial housing in several ways. In many cities the local associations already have buildings. Room registry bureaus have been established in Buffalo, New York; Chester, Pennsylvania; Dayton, Ohio and other cities. Any woman entering a strange city can apply at the local Y. W. C. A. for assistance in finding room and board.

Emergency dormitories have been built by the War Work

Council in Army City, Kansas, for girls employed in the Camp Funston laundry, and at Deming, New Mexico, where Camp Cody is situated. A model dormitory is being built in Charleston at the request of Secretary Daniels for women employed in making uniforms. A similar house has been built in Camp Sherman Annex, Chillicothe, Ohio. With slight modifications, these plans can be utilized anywhere to house women comfortably and economically. The Housing Committee of the Council, of which Mrs. John D. Rockefeller, Jr., is chairman, after an exhaustive investigation of the subject, presented to Secretary Baker memoranda in regard to the housing of girls engaged in war industries.

Ninety-seven girls' club centers have been established in cities and towns adjacent to camps. Eleven of these are for colored girls. One hundred and thirty-five trained club and recreation leaders are employed. Everything that is done by the Y. W. C. A. for white women is done also for colored women. All their activities are under the leadership of colored college women and social workers.

From the beginning the War Work Council planned to include not only American women affected by the war, but because of the pleas from France and Russia, the first budget contained an item for work in Europe. Administrative, industrial and recreational secretaries were sent to place their experience at the disposal of the Russian women. In France the activities have fallen into two general divisions—social work among American war relief workers and coöperation with French women in work for their own people. The object, in France as in Russia, is to coöperate with the women of these countries developing such phases of social service for women as will meet war conditions and at the same time become permanent foundations for future work.

Hotel Petrograd has been opened in Paris, for American women war relief workers, at 33 rue Caumartin. Another hostess house has been opened at Tours. A room in each recreation hut for nurses established at all the American base hospitals, is provided with a Y. W. C. A. social worker. Three hostess houses to lodge the American Signal Corps women have been organized at the request of army officials.

The Foyers des Alliees are recreation centers for French munition women workers, for women otherwise employed by the French government, and for French women, established by the American Y. W. C. A. at the request of the French Government.

The war activities of the Y. W. C. A. may be summarized as follows:

#### IN THE UNITED STATES

*Establishing Club and Recreation Work for Girls*, including a Patriotic League, now numbering 400,000, white and colored.

*Providing Emergency Housing* for employed girls and women. Five centers have been provided to date.

*Establishing Hostess Houses* in or near army and navy camps for women relatives and friends of the army and navy. Sixty-one are in use. Twenty-five others are authorized. Thirteen of these are for colored people.

*Establishing Work in Colored Communities* affected by the war, led by colored college women and trained social workers.

*Conducting a Bureau for Foreign-born Women*, providing translations in eighteen languages of needed bulletins, interpreters in army camps, training for Polish women for reconstruction work in Poland, and a home service for non-English speaking women.

*Providing and Financing Social Leaders* for women under the direction of the War Department Commission on Training Camp Activities.

*Establishing Room Registries and War Service Centers* in cities employing girls in war industries. The Government has asked the Y. W. C. A. for leaders in twenty-two of its industrial cantonments.

*Maintaining a Bureau of Social Morality* which coöperates with the War Department in furnishing a Corps of Lecturers on social standards in war time; issues literature.

*Publishing a War Work Bulletin* and other educational literature for women in war time.

*Maintaining a Bureau of Volunteer Workers.*

#### IN FRANCE

Provides social workers, recreation leaders, physical directors and cafeteria managers; foyers, and hostess houses.

##### Working with

American women in France (nineteen centers), Nurses, Signal corps (women), other English-speaking women with the American army

French women (at the request of the French Government) (nine centers)

Working in munitions factories, in stores and in French war offices.

#### IN RUSSIA

Club, cafeteria and educational work in three centers for Russian women.